



CITY COUNCIL

Work Session

**WORK SESSION
PENN ROOM**

**MONDAY, JUNE 18, 2007
7:00 P.M.**

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| I. | Call To Order | 7:00 p.m. |
| II. | Managing Directors Report | 7:05 p.m. |
| III. | Establishment of City Diversity Board | 7:15 p.m. |
| IV. | Proposed Pagoda Renovations | 8:00 p.m. |

ORDINANCE NO. _____-2007
A BILL

**AMENDING THE CODIFIED ORDINANCES CHAPTER 1, PART 5 BY ADDING A
NEW SECTION "O" CREATING THE CITY OF READING DIVERSITY BOARD.**

Whereas: The City of Reading City Council creates a City of Reading Diversity Board who will work to foster a citywide commitment to diversity that extends from the Mayor and City Council throughout city government.

THE COUNCIL OF THE CITY OF READING HEREBY ORDAINS AS FOLLOWS:

Section 1: Amending the City of Reading Codified Ordinances Chapter 1, Part 5 by adding a new Section "O" creating the City of Reading Diversity Board as follows:

§ 1-599.51. **PURPOSE.** The City of Reading City Council hereby creates a City of Reading Diversity Board to serve in an advisory capacity to the Mayor and City Council by providing input on policy and processes that promote and facilitate active involvement and participation by diverse cultures such as of race, color, religion, ancestry, national origin, age, sex, familial status, and handicap within the Reading Community.

§ 1-599.52. **RESPONSIBILITIES.** The City of Reading Diversity Board shall have the following responsibilities:

1. To promote understanding that accepts, celebrates and appreciates diversity within the Reading community, and
2. To serve as a resource and provide recommendations for the City regarding opportunities to address or promote diversity issues or programs within the city and community, and
3. To promote and encourage active involvement and participation by diverse cultures within the Reading community and city government, and
4. To enlist the cooperation of various groups in the community to participate in educational, cultural and other campaigns demonstrating an awareness of cultural and human diversity in the community.

§ 1-599.53. **MEMBERSHIP.** The Diversity Board shall be composed of nine (9) voting members, appointed by Council, chosen to serve three year staggered terms. The Diversity Board shall include one (1) representative of Council, one (1) member representing each of the AFSCME, FOP and IAFF employee work groups, one representative of the City management team, one (1)

representative from the Human Resources Department, and four (4) Reading citizens reflecting the geographic, demographic, technical, and non-technical backgrounds of our community.

A Diversity Board member may be removed by City Council for malfeasance, nonfeasance, misfeasance, misconduct or neglect of duty. Diversity Board members having three or more unexcused absences in a calendar year may be replaced by City Council. Notification of potential dismissal from the Advisory Council will be mailed by the Chair to the board member following a second absence within a calendar year.

§ 1-599.54. ORGANIZATION OF THE BOARD. The Diversity Board shall establish its own bylaws, establish offices and elect officers from its membership. To conduct any meeting a majority of the board shall be present. A majority of the board must vote affirmatively to approve any motion or action. The Diversity Board shall receive legal counsel from the City's Law Department and assistance from the Human Resources EEOC Administrator.

§ 1-599.55. POWERS AND DUTIES. It shall be the duty of the City of Reading Diversity Board to:

1. Annually review the city's progress in implementing a Citywide Diversity Plan and report the results of the review to the Mayor and City Council.
2. Issue reports and actively participate in ongoing dialog with the community consistent with the purpose of the Board.
3. To promote and encourage active involvement and participation by diverse cultures within the Reading community and city government.
4. Develop and propose municipal policies and procedures that increase diverse representation in the City's work force and assure fair and equitable treatment of all applicants, and
5. Create a mission statement that reflects the Purpose and Responsibilities defined herein.

§ 1-599.56. MEETINGS. The Diversity Board shall meet monthly on a day and time approved by majority vote of the board. The meetings of the board shall be publicized and open to the public in accordance with the Sunshine Act. Copies of meeting minutes will be provided to the City Clerk's Office.

§ 1-599.57. EXPENDITURES FOR SERVICES. City Council may, upon written request of the Diversity Board, appropriate funds for expenses incurred in the pursuit of achieving the purpose of this ordinance.

SECTION 2. EFFECTIVE DATE. This Ordinance will become effective in ten (10) days, in accordance with Charter Section 219.

Enacted _____, 2007

President of Council